

## **SCRIPT**

JAMES:

Would you look at this list. They're the fastest-growing, best-paying jobs for the next ten years.

JESSICA:

Look at all these jobs...and we're supposed to decide!

AMY:

Like it's not one of the most important decisions we'll ever make.

STUDENTS:

Ms. Olmyer, help us!

MS. OLMYER:

Now, what seems to be the problem?

JAMES:

Ms. Olmyer, look at this list!

LANA:

How are we supposed to know what we want to do when we haven't done it?

JESSICA:

Or what we'd like? Or be good at?

AMY:

Are they telling us we have to make up our minds right now?

MS. OLMYER:

Well yes! Right now! I'm kidding, I'm kidding!  
Now take a deep breath and repeat after me,  
"Picking a career is a process."

STUDENTS:

Picking a career is a process.

Ms. OLMYER:

In fact, it's a lifetime process. Because, believe it or not, people change careers an average of six times in a lifetime.

STUDENTS:

Really? No kidding. I didn't know that.

Ms. OLMYER:

That's why it pays to know how to do it. So, follow me.

**TITLE: Exploring Careers: What's Right for You?**

JAMES:

So, what did you mean when you said choosing a career is a process?

Ms. OLMYER:

I mean that there are steps you can take to help you choose a career that you'll not only enjoy, but that you'll be successful at. But, you can't leave it to chance. Most people spend more time researching a major purchase—a car, a computer, a stereo—than they do career choices.

LANA:

Okay, what are the steps?

Ms. OLMYER:

Before we get to the steps, we have to get on the right staircase.

JESSICA:

The right staircase? What's that?

Ms. OLMYER:

First, let me tell you what the wrong staircase is. You're on the wrong staircase if you choose a career based solely on how much money you think you'll make, or on your parents expectations, or because you want to be with your friends.

AMY:

Yeah, but money's pretty important.

ADAM:

And it's not like our parents don't know us....

Ms. OLMYER:

Yes, those are factors, but not the primary, motivating forces.

JAMES:

So, what is?

Ms. OLMYER:

Ever notice how some people really like what they do—enjoy going to work—and others who just dread going to work?

JESSICA:

Yeah...so?

Ms. OLMYER:

Well, you'll usually find that the people who enjoy their work and are successful are doing something that matches their personality—work that draws on the strengths of their personality. So the right “staircase”—the first part of the career finding process—is the one that helps you know yourself, helps you identify your personality type. And that's where the process begins.

STUDENTS:

Okay.

## **Part 1: Personality Type**

Ms. OLMYER:

This is the Holland Hexagon. It was developed by a psychologist named John Holland as a way of identifying personality types. It takes a lot of information and boils it down into this simple six-sided symbol. Holland's idea was that each personality has its own interests and abilities and way of looking at things...and certain careers tend to fit into each of these personality types.

JESSICA:

So if you know what personality type you are, you can look for a career that matches it.

Ms. OLMYER:

Right.

JAMES:

This is pretty obvious. Like if you're a Helper you'd probably be a good kindergarten teacher.

Ms. OLMYER:

Probably.

JESSICA:

Yeah, but suppose you're a Helper, but you don't want to be a kindergarten teacher. What then?

Ms. OLMYER:

You're jumping way ahead. The first thing we need to do is describe each personality type and then have you answer a few questions about yourself. That way, each of you will have an idea where you fit in. Lana, hand out these answer sheets. Okay, let's start with the Doer. Here's Joyce.

JOYCE:

I don't believe this! It's broken.....And two days before the race! I don't want to take it to the repair shop. It'll be fun to try and fix it myself. Besides who wants to pay those ridiculous prices!

ANN:

You're not ready yet? Come on, we're going to be late.

JOYCE:

Late? Oh, the movies. Sorry, I've got to pass.

ANN:

Pass? Why?

JOYCE:

Cause, my bike's busted and I've got to get it ready for the race.

ANN:

So, work on it tomorrow. What's the big deal?

JOYCE:

Maybe it's no big deal to you.....To *me* it's a very big deal.

ANN:

But everyone's going to the movies.

JOYCE:

So you don't need me.

ANN:

I don't see why you can't stop working and have a little fun.

JOYCE:

See that's what you don't get. To me this *is* fun. You know..... different stokes.

Ms. OLMYER:

So what have we learned about Joyce, the Doer? She's athletic, she likes working with her hands—look at those tools; independent, she knows what she wants and isn't overly concerned about what other people think.

Are you a Doer? See how you answer these questions. Are you someone who:

1. enjoys working with your hands?
2. is mechanically inclined and good at fixing things?
3. is athletic?
4. prefers concrete problems, not abstract ones?
5. likes working outdoors?

Okay...now let's look at Lou, a Thinker.

LOU:

This fish tank definitely needs some improvement. I've got to find something really exotic... something no one else has.

Ms. OLMYER:

Lou is curious—he keeps searching until he finds what he's after. Critical—he won't accept just anything; and intellectual. Other personality types might not be willing to put in the time or know how to do the research.

LOU:

Ah, that's IT! Now, what do they eat?

Ms. OLMYER:

Are you a Thinker? See how you answer these questions. Are you someone who:

1. likes math and science?
2. prefers to work alone?
3. can easily get wrapped up in a project?

4. is confident about your intellectual abilities?
5. enjoy finding solutions to complicated problems?

Okay, Meg. Her personality type is Creator.

MAX:

Meg, I know you're in the school play, but could you also help make the poster?

MEG:

Well, rehearsal starts in few minutes...but yeah, why not.

MAX:

I didn't mean right now.

MEG:

It's not a big deal.

MAX:

You don't have to destroy that!

MEG:

It's okay. It's from last week's pep rally. We're just recycling. Let's see, we need a picture of a great looking guy. Here, I have some magazines to look through.

MAX:

You're going to be late—sorry.

MEG:

It'll be okay, don't worry.

MS. OLMYER:

Okay, so what do we know about Meg? Her clothes tell us she's an original, not a conformist. Her actions show an ability to change direction, not get bogged down on one thing at a time. She's willing to break rules—do things her own way.

So answer these questions to see if you're a Creator. Are you someone who:

1. enjoys art, music, drama?
2. prefers free, unstructured work environments?
3. finds it hard to stick to a routine?
4. usually does things your own way?
5. is willing to take a risk and try something new?

Now for Stan, the Helper.

STAN:

Hey, you look miserable, what's eating you?

LOU:

Do me a favor.....don't mention eating. I feel sick.

STAN:

Man, we've got to do something about the cafeteria food.

LOU:

Nah, it's not the food, it's...

STAN:

Not Cindy again?

LOU:

Yeah.

STAN:

I'm sorry to hear it, man, what happened this time?

LOU:

She said she'd go to the dance on Friday...

STAN:

She backed out?

LOU:

I guess that's that.



STAN:

Look, you should go to the dance anyway, for your own head. Let me think...what if Kelly asks Tanya to go with us?

LOU:

I don't know.

STAN:

Whatever, we'll all go together. It'll be a fun time. Come on, let's play some handball before the bell.

MS. OLMYER:

Here's what makes Stan a Helper. Obviously, he's a good friend. He tries to understand how Lou feels and give him a helping hand. Another personality type might not pick up on a friend's misery, let alone try and solve his problem. And, Stan's not only willing to give suggestions, he's prepared to listen, too.

Are you a Helper? See how you answer these questions. Are you someone who:

1. is sensitive to the needs of others?
2. likes to help people solve their personal problems?
3. enjoys teaching and tutoring others?
4. doesn't like working with machines and tools?
5. enjoys working in groups.

How are you doing so far?

JAMES:

It's hard to say. I have yeses in more than one personality type. What does that mean, I'm a split personality?

MS. OLMYER:

Of course not. No one's just one personality type.

We're all a mix of types, but one is usually dominant. Another one comes in second, and another one is third. To get a complete picture of yourself, you need to have all three.

So now, let's continue. Here's a Persuader. It's Ann....remember we met her before.

ANN:

Listen, I have this great idea for the Halloween Dance...a bunch of us go as a box of crayons. We'll all be dressed the same but in different colors. It's real cool...and the costumes are easy to make. I saw it in a magazine.

JOYCE:

You know how I hate to dress up.

ANN:

Oh come on, it'll be fun. And don't forget there's a prize.

JOYCE:

Who else is going to do it?

ANN:

No one yet.....I'm going to ask Jeffrey and Bethany and Liz...and maybe Colin.

JOYCE:

Colin? You think you can talk him into this?  
Never.

ANN:

Let me worry about that. I figure we'll enter in the group category. There's no way we won't win first prize, which by the way includes not only cash, but an interview with that crazy deejay from WLYZ!

JOYCE:

The loony one with the long hair.....I love him!

MS. OLMYER:

So, what do we know about Ann? She's outgoing, self-confident, competitive, and talkative. Another personality type might not care about winning the contest, or if they did, certainly wouldn't take the lead in putting a team together.

Are you a Persuader? See how you answer these questions. Are you someone who:

1. tries to convince people to see things your way?
2. takes a leadership position?
3. enjoys making things happen?
4. likes competition?
5. is good at organizing activities for people?

Now for Max, the Organizer.

MEG:

Max, I can't believe your locker. It must take you hours to keep it that neat.

MAX:

Not really. In fact, it saves me time. I don't have to hunt around for my things like you guys. I know where everything is. Look it doesn't take any longer to put my math book here instead of there.

MEG:

Don't you ever get the urge to mess up just a little? Put something in the wrong place? Just once?

MAX:

Why would I want to do that?

MEG:

I'm kidding.

MAX:

Oh, very funny. There's a reason why they elected me student council treasurer, you know. Everyone knows I can do the job—right!

MS. OLMYER:

Max, the Organizer. He's orderly, methodical, and dependable. If he says he'll do something, he'll do it. He was asked to handle the finances because Max will sweat the details that would drive another personality type crazy.

Are you an Organizer? See how you answer these questions. Are you someone who:

1. prefers a well-ordered environment?
2. likes working with numbers and records?
3. is most comfortable with steady routines?
4. is careful, orderly, and calm?
5. is good at analyzing information?

So, where do you think you fit in? Let's look at your answer sheets. Adam, what would you say your basic personality type is?

ADAM:

Persuader—all the way.

JESSICA:

Me, I'm an Organizer.

AMY:

A Doer.

LANA:

I'd say a Thinker.

MS. OLMYER:

James?

JAMES:

Hard to say.....but if I had to pick one, it'd be Creator.

MS. OLMYER:

Steve, how about you?

STEVE:

A Helper. Definitely a Helper.

JESSICA:

Great. But what does this have to do with choosing a career?

LANA:

And finding a job?

## **Part 2: Career Choices**

MS. OLMYER:

Life is changing so fast, it makes predicting careers for the 21st century a risky business. But we can take what we do know, and make some reasonable predictions.

Here's one. We know that people are living longer, so any career dealing with aging—like home health care assistants, physical therapists, physicians, physicians assistants—will be a good bet.

There will also be more retired people who'll want leisure activities. So the hospitality industries—travel, hotels, restaurants—would be other areas where the potential for jobs should be good. The same for entertainment and recreation services.

And with people changing jobs so often the need for education and training at all ages will be in demand. Teachers of all kinds will be needed.

The same goes for any career that has to do with computers—computer scientists, computer programmers, computer technicians.

But remember, your career search should be focused on the kind of work that you'll enjoy and that you'll be good at. So that means finding a career that fits your personality type. Let's see how it all fits together.

We'll start with Doers, the personality types who enjoy working with their hands.

MECHANIC:

I'm a mechanic. My work involves servicing heating, air conditioning, and refrigeration units. Some jobs are big—like at a store or business; some small—like at someone's home. It's always different, always challenging. Never the same exact problem twice.

Why do I like what I do? Well first of all, I like fixing things. I was always the kid who liked taking a toy apart and putting it back together again, rather than just playing with it.

Well this is almost the same. You get a job—you have to figure out what's wrong; how you can fix it; the parts; the time. Always a problem and it's up to me to find a solution.

Another thing is, you have some freedom—you're not stuck in one place, you travel around a lot. And you can adjust your hours, because someone always has to be on call. You know, if a refrigeration unit in a supermarket goes out, you can't say "call back during regular business hours." So you can work a schedule that fits your life.

What do you need to get into this line of work? Well, I took some vocational courses in high school, but most of my training came on-the-job. What you really need is a good, well-rounded education.

Math—not only for the repairs, but to figure out billing and taxes. Reading—a lot of complicated manuals. Science, especially chemistry because these systems use a lot of chemicals. And of course, you have to be able to talk to customers: explain what the problem is; what it'll take to fix it; whether it's even worth fixing.

Ms. OLMYER:

Does work like that sound interesting, Amy? You're a Doer.

AMY:

Yeah, I'm a Doer. I mean I like working with my hands and I don't want to be stuck behind a desk, but chemistry! And those repair manuals! Forget it. What else is there?

ADAM:

There are plenty of other Doer jobs where you don't have to know science. Look, hairdressers, carpenters, air traffic controller, caterers, chefs.

JAMES:

You know what I don't get? In some ways a mechanic and a chef are a lot alike—both use their hands, they're not stuck behind a desk—but in other ways they're so different. How can they both be Doers?

Ms. OLMYER:

Well, Doer is their dominant personality. Remember when you took your quizzes yesterday, you found out that you have one dominant personality type, right? Like Amy, she's a Doer. But

you also found out you have traits of other personality types as well. That's your secondary type.

Well, our mechanic friend likes math and science. I would guess his secondary personality type is probably Thinker. And Amy loves to make things...food in her case. I bet Creator is your secondary type.

AMY:

You're right.

MS. OLMYER:

So in exploring career opportunities, you have to take into consideration not just your dominate personality type but your other types—and concentrate on work that draws on all your strengths. Now you've got it! So let's get back to the Hexagon. We're up to the Thinker—someone who's analytical and logical and enjoys math and science. That's you, right Lana?

LANA:

Yup. What's a computer programmer?

MS. OLMYER:

Let's take a look.

COMPUTER PROGRAMMER:

There isn't a business that uses computers that doesn't require the services of a computer programmer. I'm the person who sees to it that the computer does what you expect it to do. Like here at the head offices at this department store. I helped set up the system that tracks inventory and sales.

For the most part, programming is problem solving. First you have to understand the problem—



what the system needs to be able to do. Then you have to work out a program to meet those needs.

When something goes wrong, you have to find out what caused the problem and figure out how to correct it. Doing that can take minutes, or hours, or even weeks depending on the size of the problem. The most difficult problems are usually the most fun.

Educational requirements for programmers vary, from vocational school to community college to four-year college. However, more and more employers are looking for people with a four-year degree and some may require a graduate degree. The job outlook is very good, especially for those with more training.

LANA:

Graduate school? I don't know about that. I'm going to have enough trouble paying for college.

MS. OLMYER:

You don't need a graduate degree to get a job, but if you should decide to go to graduate school there are many possibilities.

You can work during the day and go to school at night. Or you can work for a while and then go back to school full time. There are always options. That doesn't only apply to jobs for Thinkers, it applies to everyone and every career.

LANA:

Let's see some more.

STEVE:

Looks like you need college for all of these.

AMY:

Here's one I know you don't need a college degree for—radiologic technologist. That's what my cousin does.

JESSICA:

What's that?

AMY:

You work with high-tech equipment like MRI's and ultrasound and X-rays. My cousin took a two-year course at a hospital. She needed lots of math and science, but she loves that stuff....and she's good at it.

MS. OLMYER:

And she likes her job?

AMY:

Oh yeah..

MS. OLMYER:

That's a perfect example of someone finding a career that matches their personality and their abilities. Now, let's take a look at a Creator—an imaginative, artistic personality, who doesn't like routines, and isn't afraid to tackle something new.

GRAPHIC DESIGNER:

I'm a graphic designer. I work for a company that designs magazines, posters, and CD covers. Computer graphics are really exciting. There's always something new—new programs, new possibilities. I take elements like text, photographs, and illustration and make them work together on a page. The idea is to lead the reader's eye to the right place, so the message comes across.

It's not surprising I got into this work. It's always been easier for me to express myself with

pictures than with words. I mean I was never in the school play. I was the one who worked on the sets or designed the flyers.

What I like best about this job is that I get to *use* my creativity. I'm not in some kind of rut, where I always do the same thing, the same way. Here, I get a project—of course I have to stick to the deadline and budget—but then it's up to me to come up with something.

Naturally, I think all my work is terrific, but sometimes the powers that be don't see it that way, so I have to be able to handle criticism. That can be hard, but I've learned not to take comments personally.

You can get into graphic design with an associates degree. And of course, computer training is a must. But after that, it's mainly learning on-the-job. The good news? The prospects of finding a job as a graphics designer or graphic artist are pretty good.

Ms. OLMYER:

How about that James?

JAMES:

Can I see what else there is for Creator?

Actor, photographer, bookstore owner, multimedia designer, electronic publishing writer, interior decorator, art teacher. It's so hard to know.

Ms. OLMYER:

We know Creator is your dominant personality type. What's your secondary type?

JAMES:

Persuader.

Ms. OLMYER:

Persuader—someone who likes organizing people and making things happen....I know! A video production manager. You need to be creative, but you certainly need those persuader traits. Let's take a look.

VIDEO PRODUCTION MANAGER:

We're making a video here and I'm the production manager. What that means is that I'm responsible for....basically, everything. From casting, wardrobe, permits, makeup, and feeding the cast and crew. Like I said, everything.

I have to make a lot of creative decisions too...like props, costumes and locations. Locations...that's a perfect example of why this is a good job for someone who's both a Creator and a Persuader. Let's say I need a location...well I have to consider how it'll look when we're shooting. How it will adapt to the camera—if it's really what we want. That's the Creator part. Then I have to convince the owner to let us use it—bring in all these people and equipment. That takes a Persuader's traits, believe me.

STEVE:

How about the Helper?

Ms. OLMYER:

Okay, let's get to that...Careers for Helpers. That's the personality type that likes to work with people. Lucky you. A lot of jobs that appeal to Helpers are on the list of fastest growing careers. Remember what I said before, that the population is getting older. And that means any career dealing with aging will be in demand.

STEVE:

Like home health aides and physical therapists, isn't that what you said?

Ms. OLMYER:

Right. And for people who are just entering the job market, those are careers you can get a start in with training from a community college or vocational school.

ADAM:

I thought a physical therapist needed a bachelor's degree or even more.

Ms. OLMYER:

That's true...but you can have a good career as a physical therapist assistant, and if you decide to move up, you'll be in a good position to become a full-fledged physical therapist.

STEVE:

I think I'd like some kind of health care career, but I don't see myself as a nurse or anything like that. You know what sounded interesting? What Amy was talking about before, what her cousin does a.....what did you call it?

AMY:

Radiologic technologist.

Ms. OLMYER:

Was your secondary type Thinker?

STEVE:

Actually I was almost equal between Helper and Thinker.

Ms. OLMYER:

That sometimes happens. What was third?

STEVE:

Third was Doer.

Ms. OLMYER:

I'm not surprised. A radiologic technologist

would probably be a Helper and a Thinker and a Doer.

STEVE:

Well, I guess that's why that sounded good, except for the two-year training program. I can't do that. I've got to get a job right out of school.

MS. OLMYER:

Then I have something that you might really like....an Emergency Medical Technician or Paramedic.

EMS WORKER:

This is a great job for the right person, but you have to be pretty strong. Not only physically, mentally too. You see some gory stuff and you see people at their worst. People who've been in accidents, or beaten up or battered. It's tough, but it's also a really rewarding job. You're there at the most critical moment. You know you're making a real difference. Sometimes whether the person lives or dies depends on you.

This is a job for a people person, because you have to be able to give emotional support, and play a lot of different roles depending on the situation: clinician, clergy, social worker. And you have to deal with so many people: the person who called the ambulance, the patient, and the staff at the hospital. So it's important for you to be able to listen—and make yourself understood.

The requirements to become an EMS Technician vary from place to place. But basically you need a 120-hour training course and a 10-hour internship at a hospital. Then you have to pass exams. It helps to have a good background in science and math, and of course, good communication skills. That's on the academic side. On the per-

sonal side, you need to be someone who can work as part of a team and you definitely have to be able to take the constant stress.

JAMES:

What about Helper jobs that don't involve health care? Can we see some of those?

Ms. OLMYER:

Sure. Day care workers, social worker, retirement counselor, leisure activities director, health and wellness counselor. How about my job? Career counselor and teacher. Those are all jobs that Helpers would enjoy doing.

LANA:

They all seem so different.

Ms. OLMYER:

Okay! So let's move on to the Persuader—the personality type that likes competition, making things happen and dealing with the public. Let's look at a career in the hospitality industry.

ASSISTANT MANAGER:

Right now, I'm an assistant manager at this hotel, working in the front office. That's where all the action is. I deal directly with the guests, with the everyday routines. The manager handles the really big problems, but he's never out front like I am.

My office is where all the special requests or complaints come. A guest may want to check in before the 3 PM check-in time, so I contact housekeeping and see if we have a room ready. Or, someone can't sleep because the person in the next room is having a party. I try to solve the problem or move the guest to another room. Let me tell you, it helps to know mediation and conflict resolution skills.

At night, there are banquets and parties. That's when it gets really crazy. It's my job to see that everything's ready—the food, the staff, the decorations. I can get in trouble if something goes wrong, even if I'm not responsible. But, that's part of the job.

If there's anything I can do to make a guest leave the hotel feeling that they had a good experience, I'm proud. I said this is where the complaints come, well so do the compliments and that's very nice.

Another interesting thing about working in a hotel is that the guests comes from all over the world. So it helps to know geography. It's a real asset if you speak more than one language. I speak English, French and Spanish and I use them all practically every day.

This is a career that you can approach in a few different ways. Top of the line is a degree in hotel or restaurant management from a four-year college. You can also find programs at a vocational school or community college. Of course, it'll probably take you longer to work your way up. But this is a field where experience really counts, especially in the restaurant area. Many top restaurant people started out as waiters.

JAMES:

Let's check out what else there is for a Persuader.

ADAM:

Retail store manager or owner, public relations representative, real estate broker, fund raiser,

MS. OLMYER:

And, of course, sales representative. That's one



area where it's predicted there'll be a very big growth in jobs.

AMY:

I guess a sales rep really has to be a strong Persuader type. I mean imagine some one who isn't a people person doing that. Disaster.

LANA:

Yeah, I can just picture me knocking on doors—trying to sell something. I'd hate it.

MS. OLMYER:

And if you hated it, you probably wouldn't be very good at it.

JESSICA:

So, how about the Organizer. Me!

MS. OLMYER:

Okay...Organizers: people who like to work with details, in orderly, structured environments. No flying by the seat of your pants for an Organizer.

MEDICAL RECORDS TECHNICIAN:

I like to call our department Central Control, because without us this hospital couldn't function. It's our job to coordinate all the hospital's records. What that means is that the paperwork from every other department comes to us and we consolidate it, so that we have a complete, accurate, and detailed record of every, single patient.

We coordinate the patient's medical history, the operating reports, pathology reports, radiology reports, progress reports...everything.

Those records aren't only necessary for patient care, they're also essential for insurance payments

and for any legal questions that might come up. A lost or misplaced file can have very serious consequences.

To perform this job you have to understand medical terminology and read the records accurately and quickly. You have to make sure all the proper documents are attached, and that they're signed by the doctor. Without that signature, no record is legal and official. You have to act as a proof-reader, executor, classifier, filer and detective all at the same time.

This is a job that requires the ability to concentrate, pay attention to detail, and keep a hundred balls in the air without losing your cool. The doctors need records, the insurance companies need records, the emergency room needs records, the patients want information, the lawyers want information, phones are ringing.

Usually, you need a two-year associates degree or accreditation from an Independent Study Programs in Medical Record Technology, but Hospitals occasionally promote promising medical record clerks with 2-4 years experience. And of course, you need good computer skills.

STEVE:

So this is a health-related career for someone who isn't a Helper type?

MS. OLMYER:

That's right. And it's a career where there will be jobs. It's not just hospitals that need records technicians—nursing homes, home health agencies, large medical practices all need people who can do this work.

AMY:

You know what's interesting? I always thought that when you were looking for a career you should start with the field you wanted to be in—like communication or teaching or health care—not the particular work you'd be doing.

MS. OLMYER:

Well the field is important. But your primary concern should be the work you'll be performing in that field. Because when you work at a job that suits your personality, you'll increase your odds of pursuing a career that you'll enjoy— and be successful at.

So here are the steps to take when you start thinking about a career. First, find out as much as you can about you. That means determining your first, second, and third personality types.

Second, see which career fields and jobs are most suited to your personality type.

And third, find out what it takes to get there. Vocational school, two-year college, four-year college, on-the-job training. Then make it happen for you.

Come on, let's get started!

**THE END**